

**Table 1. Job tenure by employment setting: Full sample and analysis groups**

	<b>Staff RNs</b>			<b>Staff LPNs</b>		
	Community	Hospital in-patient	Nursing home / rehab	Community	Hospital in-patient	Nursing home / rehab
Full sample	129	185	10	138	45	92
Nurses with < 5 years tenure	65	80	8	68	11	54
Nurses with 5+ years tenure	64	105	2	70	34	38
% retained for analysis	50%	57%	20%	51%	76%	41%

The highlighted row of the table represents the analysis group for the present report. This row contains the number of RNs and LPNs with 5 or more years of tenure with the same employer in each of the three setting types. The majority of RN staff nurses are employed in hospital in-patient or community settings, with only 2 RNs in nursing homes or rehabilitation facilities. The majority of LPNs work in community settings, and there are about equal numbers of LPNs employed in hospital in-patient units and nursing homes.

As can be seen in the table, smaller percentages of RNs and LPNs working in nursing homes or rehabilitation facilities in our sample had tenure of 5 years or more with the same employer, compared to RNs and LPNs in community or hospital in-patient settings. This is not surprising, however, as turnover rates for LPNs have been increasing in North Carolina, and have been reported to be high in national studies of nursing homes,<sup>2 3 4</sup> therefore we would expect that fewer nurses in these settings might have tenure of 5 years or more.

### **Staff Nurse Retention: Views of Nurses**

Nurses with 5 or more years in their current job were asked to indicate the reasons why they had stayed with the same employer for more than 5 years. Table 2 shows the percentages of RN and LPN staff nurses who indicated that a particular reason for staying with the same employer for more than five years applied to them. RNs and LPNs appear to value the same types of work place characteristics: good compensation, a positive work environment, and flexible scheduling. RNs and LPNs specifically mentioned good pay (40% of RNs, 39% of LPNs) and good benefits (45% of RNs, 52% of LPNs). The value of a positive work environment to the nurses in this analysis is illustrated by the fact that 44% of RNs and 56% of LPNs indicated that good relations with the physicians had been a factor in keeping them in their jobs for 5 years or more. In addition, 43% of RNs and 33% of LPNs felt that good mentors and colleagues had contributed to their decision to stay with the same employer. Finally, 42% of RNs and 34% of LPNs specifically mentioned that management's